

4 questions to ask your employees annually

While annual reviews are focused on employee performance, employment is a reciprocal relationship. If your annual review process is a one-way conversation, it may be time to reframe your performance reviews. A high employee turnover rate reduces productivity, hurts morale and implies employee satisfaction is low. If your employees aren't happy or don't feel heard, you run the risk of losing valuable talent. Maximize your review process this year by posing these four questions.

Are there any additional tools needed to help you excel in your role?

Some employees may have insights that could enhance work processes but hesitate to ask for resources for fear of being seen as difficult or incapable of performing their duties. This question could illuminate areas where the company can strengthen training processes, learn if updated equipment or software is necessary or a myriad of other improvements.

What do you like most and least about the company and your position?

Company culture plays a significant role in recruiting and retention efforts. Discovering areas where the company excels and areas for improvement gives you an opportunity to cultivate your best atmosphere. If a sizable portion of your employees are disgruntled about similar issues, it may be time to take a closer look at the issues and establish appropriate action plans.

Are your benefits meeting your needs?

Take the guesswork out of delivering the best benefit package to your employees. Employee feedback can reveal where your dollars would be best allocated, and employees appreciate the opportunity to give input. If you need help compiling data to pinpoint what should be prioritized in your benefit package, a supplemental employee benefit survey may be necessary. Contact a Bukaty benefit consultant today to learn more about our surveying capability.

What are your professional goals?

Asking employees about their goals shows that you support their growth and see the value in their work. Setting professional goals annually establishes a benchmark from year to year and gives employees a concrete objective to work toward. A mutually beneficial relationship between employers and employees fosters long-term sustainability and lowers turnover rates.

